

Freedom of Information request 482-23

Request

Your board's policy on recruiting (either actively or passively):

1. from 'red-listed' countries
2. from 'amber' listed countries

(please specify the policies separately)

3. If you have recruited from a red-listed country in the last 12 months can you say which country.

Response

1. NHS Borders does not hold a local policy regarding recruiting from “red-listed” countries, therefore, this information is not held, as defined in Section 17, Freedom of Information (Scotland) Act 2002. NHS Borders follows the Scottish Government Code of Practice “International recruitment of Health and Social Care Personnel: Code of Practice - March 2023 (revised)”. This is available in the public domain and the link is provided below:

[International recruitment of health and social care personnel: code of practice - March 2023 \(revised\) - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/codes-of-practice/2023/march-2023-revised-international-recruitment-of-health-and-social-care-personnel/code-of-practice-2023-revised-international-recruitment-of-health-and-social-care-personnel.pdf)

2. NHS Borders does not hold a local policy regarding recruiting from “amber” countries, therefore, this information is not held, as defined in Section 17, Freedom of Information (Scotland) Act 2002. The link provided above (Question 1) also applies to “amber” countries.
3. NHS Borders has not recruited staff from a “red list” country in the last 12 months.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **482-23** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.